

on the GREEN

A weekly publication for Gallaudet University staff and faculty

April 22, 1991

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Dr. Jordan leads two workshops to explain budget preparation process

To help the Gallaudet community become more aware of the many factors that go into preparing the University's yearly operating budget, President I. King Jordan conducted informational workshops for department heads and faculty committees on March 28 and April 10.

Dr. Jordan also gave a brief assessment of the University's financial health, which he said is generally sound despite slow growth in federal funding. He also indicated that because the University has exercised prudent financial management, no reductions in force or furloughs are anticipated for employees—practices

that are taking place in some other universities and school systems.

While expressing general optimism about Gallaudet's financial outlook, Jordan indicated that the days of rapid increases in federal funds are probably over. He said that the federal appropriation has grown by an average of only about 2.5 percent in recent years—less than the rate of inflation—but that non-federal revenues have been increasing at a considerably faster rate. There has also been significant growth in the University's cash reserves and endowments.

One of Gallaudet's highest priorities has been to maintain a competitive compensation system. During the past several years, this has meant increasing salaries at a rate that has exceeded both the inflation rate and the rate of increase in the federal appropriation. This has created concern, said Jordan, because the University's payroll has grown so rapidly in recent years that it has reached the point where it is almost as large as the federal appropriation. It also has meant that nonpayroll expenses have had to be curtailed, which Jordan said has had a negative impact on budget flexibility and has required that even more care be taken in managing the budget.

To help ease these strains on the University's budget, Jordan said that in 1990 he implemented the plan to reduce the total number of employees at Gallaudet by two percent per year for the next five years. Jordan said that some of the savings realized from the reduction could be devoted to ensuring the continuation of a strong compensation system.



In honor of National Volunteer Week April 21-27, pages 2 and 3 of this week's On the Green offer a glimpse at the contributions of some of these special people on the 10th anniversary of the University Volunteer Program. Campus activities recognizing volunteers include an April 24 dinner in "Ole Jim."



History professor Dr. John Schuchman (right) receives the annual President's Distinguished Faculty Member award from President I. King Jordan at the April 10 President's Scholars dinner.



MSSD Special Olympics athlete Darryl Watson is coached by Jill Hunter, women's division winner in the April 14 Cherry Blossom Chaser 10-K. The regional Special Olympics will be held here May 17-18; the international meet will be in St. Paul, Minn., July 19-27.

Finalists chosen in oratorical contest

Eleven deaf and hard of hearing teenagers from schools and programs in eight states have been selected as finalists in the Mid-Atlantic Regional Oratorical Contest. Among the finalists are MSSD students Damian Brown and Ryan Leon, and KDES student Roberta Mather.

The finalists, who were chosen from 67 entrants, will deliver their addresses on what the United States Bill of Rights and other constitutional amendments mean to them as deaf and hard of hearing individuals on Saturday, April 27, from 7 to 9 p.m. in Elstad Auditorium. Winners of the regional contests will go to the June 21 finals at the U.S. Capitol Building.

The contest, sponsored by Gallaudet and the Bicentennial Commission of the U.S. Constitution, is one of the events recognizing the 200th anniversary of the Bill of Rights.

Melvina Miller-Nomeland, a primary-level instructor at KDES and regional coordinator of the contest, said that some finalists will deliver their orations in sign language, some in speech and sign, and at least one in speech alone.

The panel of judges for the regional contest includes Dr. Harvey Corson, provost; Gil Eastman, acting chairman of Theatre Arts; Albert Couthen, assistant principal of KDES; Dr. Mary Malzkahn, acting chairwoman of the Government Department; Katherine Jankowski, an instructor in Communication Arts; Ausma Smits, an assistant professor in the History Department; and Barbara Hunt, a teacher's aide in KDES' Special Opportunities Program.

For more information, call Miller-Nomeland or Janne Harrelson, x5340 (V/TDD) or (800) 526-9105.

Community pitches in on spring play

The Washington, D.C., area will be represented better than ever this year in the production of the MSSD Performing Arts Program's spring play "Shanna," written by MSSD graduate and Gallaudet student Cheri Lunquist.

"Shanna" focuses on the prejudices and self-discoveries a young girl encounters when she becomes deaf as the result of an illness and is banished from her village for being "different."

Every year more than 100 people from the MSSD community and the metropolitan area take part in producing the play. This spring, the Performing Arts Program is expanding its outreach approach and is working with the District of

Columbia's Tyler Vision Group and Pennvisions, Inc., to involve blind, physically challenged, and young people with learning disabilities in "Shanna."

The Gallaudet Community Relations Council is providing transportation to MSSD for students in the play and free tickets for all students at the school and Miner Elementary School. The council is also contacting businesses to encourage them to sponsor tickets for families living in local shelters.

"Shanna" will be performed on the MSSD stage on May 2, 3, 4, 8, 9, and 10. Tickets are \$7 for adults and \$5 for students and senior citizens. For tickets, call (202) 651-5466 (V/TDD).

Services provided by volunteer corps can't be measured in dollars alone

When President George Bush took office, he called for a renewed nationwide spirit of volunteerism as a remedy not only for an ailing economy but also as a traditional social value. Bush could have turned to Gallaudet for role models in his call for volunteers.

Volunteers have always been important to Gallaudet. Over the years, alumni and friends of the University have contributed their knowledge, time, expertise, and enthusiasm to many different projects and activities here.

The concept of a corps of volunteers at Gallaudet was first proposed in the 1970s to assist with tours offered by the Visitors Center. By the late 1970s, several student and community volunteers were recruited to help complement the staff of alumni who volunteered regularly, and other volunteers worked as classroom aides at KDES and MSSD. In 1981, the National Information Center on Deafness created the University's Volunteer Programs, which is celebrating its 10th anniversary this week in conjunction with National Volunteer Week.

Over the past 10 years, the volunteer program has blossomed. In that time, according to Volunteer Programs coordinator Cindi Olson, the program has grown from 25 volunteers and a part-time coordinator to approximately 65 volunteers and a full-time coordinator.

It is estimated that volunteers have provided the University with more than 75,000 hours of service. If they had been paid an average of \$8 per hour during the past decade, the University would have spent \$600,000.

Attaching a dollar figure does not do justice to the volunteers' service. Gallaudet's volunteers also are ambassadors to the University, sharing their experiences with others, who then become more aware of Gallaudet and its culture.

Volunteers also provide flexibility to units by being on-call for large projects, and they are always happy to do whatever is needed to meet a specific goal.

Gallaudet gets involved in the task of feeding city's homeless population

Every weekday morning for the past eight years, approximately 200 homeless men and women file into the basement of Western Presbyterian Church on H Street in Washington, D.C., for a hot breakfast. For many of these people, it is the only balanced meal they will get that day.

Miriam's Kitchen, one of the few meal programs for homeless people in Washington, D.C., that serves breakfast, is run entirely by volunteers who are coordinated by a board of directors representing area churches and organizations.

Volunteers arrive at 6 a.m. each day to prepare breakfast, serve the meal, and clean up.

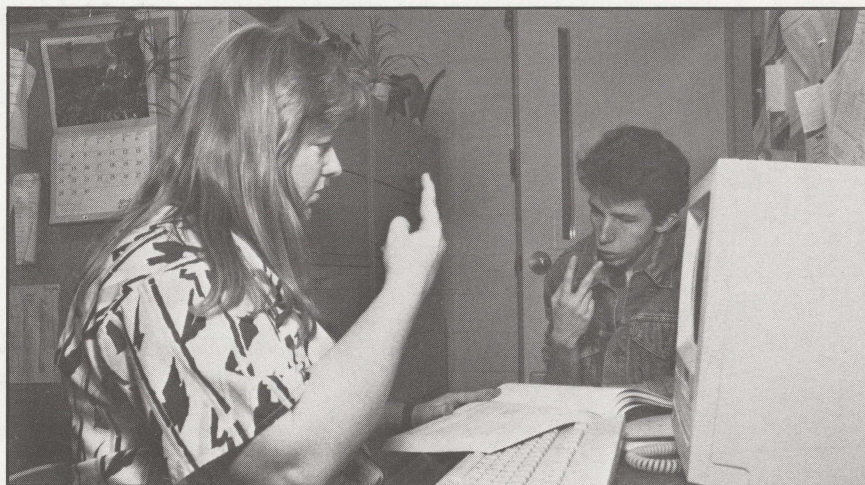
The University's involvement began two years ago when students from associate professor Barbara White's "Field of Social Work" class volunteered one morning to get a face-to-face view of the plight of homeless people. Faculty and staff soon joined in the effort, and this semester the Alpha Sigma Theta sorority and Kappa Sigma and Alpha Sigma Pi fraternities gave their time.

The University helps at the kitchen all year, usually on the second Friday of each month, said Laura-Jean Gilbert, director of the Publications and Production Department and Gallaudet's coordinator for the breakfast program.

Gilbert, who is also a member of the University's Kitchen Board of Directors, said that eight to 12 volunteers are needed each time to staff the operation and so far, there has been no problem reaching that quota. There is a core group of Gallaudet volunteers who show up to work at the church almost every month, she said.

"I think people feel that it's something concrete they can do," said Gilbert about the volunteers' involvement in helping homeless people. "The problem doesn't go away because you provide meals for people, but it's satisfying to know you've done a little bit."

Unique tutors receive training through workshops, and they regularly study printed material and attend lectures related to learning disorders and effective teaching and tutoring.



Cynthia Sadoski, circulation and media assistant at Northwest Campus and a member of the school's Unique Tutoring Program, helps student Patrick Peters with his homework.

Programs enhance goals, self-image

Faculty and staff are giving their time in two programs to keep Gallaudet students motivated about learning and thinking positively about themselves.

The Unique Tutoring Program in the School of Preparatory Studies has been pairing students with learning difficulties with faculty and professional staff since 1989, helping them develop better attitudes toward learning, improve communication skills, and attend classes more regularly.

The Minority Mentoring Programs at the University and MSSD has matched faculty, staff, and administrators with minority students to provide support and incentives to help keep minority students in school.

By the end of the spring semester, an estimated 1,450 hours will have been donated by volunteers in the Unique Tutoring Program, according to Cathy Baechle, a learning skills specialist and program coordinator. This semester alone, it is projected that the 19 volunteers involved in the program will give 357 hours—about 19 hours each—sharing their skills.

The program was started because there were no funds to hire professional tutors, and the abilities of faculty and staff were regarded as an untapped resource, said Baechle. A one-on-one approach was looked at as being an effective way to help some students.

The students and the tutors have expressed a mutual benefit from the experience. One tutor reported "learning at least as much as the student," and a student said, "As time goes on, I feel more confident in my classes. The more one-on-one tutoring I get, the better I will get."

The Minority Mentoring Programs were begun to keep student retention rates up. Like the Unique Tutoring Program, faculty and staff were seen as an invaluable resource that traditionally has been underused.

A mentor's role is to establish a one-on-one relationship with a student to provide guidance, support, friendship, and hope. Mentors receive training, and they are required to commit one hour a month to the program.

Leah Cox, minority student affairs specialist in the Office of Student Affairs, who set up the program at the University and who is a mentor herself, said that 30 minority students from the University were accepted into the program this year, and more students have applied to get into the program next fall.

"The students have learned a lot from their mentors," said Cox. "They serve as a friend, someone to give them guidance." Cox said that for many mentors who do not normally have contact with students during the work day, the mentoring experience "makes them feel that they are really connected to the University."

On April 18, a program and reception for people interested in serving this fall in the University's Minority Mentoring Program was held in Ely Auditorium.

The Minority Mentoring Program at MSSD was started in the fall of 1988 by black faculty and staff at the school who felt that they needed to take an active role in helping black students have a positive self-image, stay in school, and excel in their studies.

This year, there are 18 mentors and 75 students in MSSD's program, according to coordinator Leslie Page. She said that since the program began, the mentors have seen an increase in minority student involvement in areas such as the Peer Advisor Program and MSSD's Judicial Board.



Gallaudet's Kappa Sigma fraternity helps prepare breakfast for the area's homeless population at Miriam's Kitchen, located at Western Presbyterian Church. The Gallaudet community has been a dependable source of support for the program since 1989.

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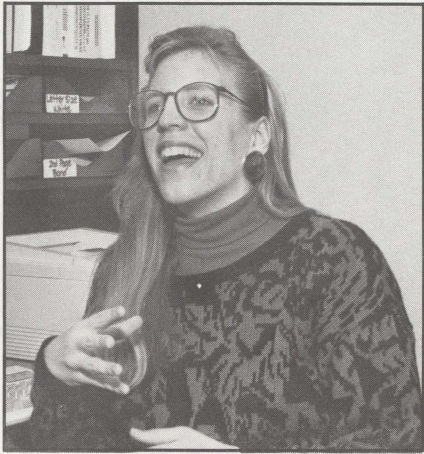
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Profiles show that volunteers come from all walks of life



Amy Prezbindowski

Anyone who claims that there are not enough hours in a day to juggle a job and pursue outside interests should look to Amy Prezbindowski for a lesson in time management.

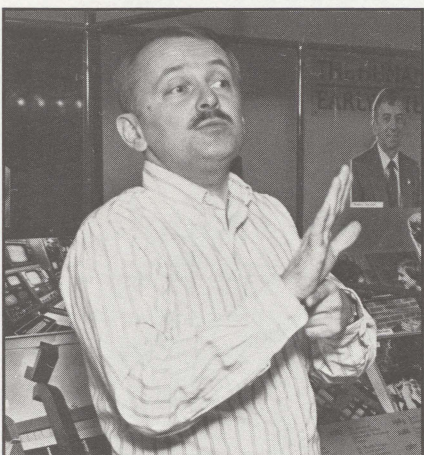
At 22, Prezbindowski is working on degrees in international relations, psychology, and French at American University; she works part time at Gallaudet's International Center on Deafness and as an English tutor at the School of Preparatory Studies; and she volunteers as a tour guide with the University's Visitors Center.

This summer, Prezbindowski will go to France on a Fulbright Scholarship where she will be a teaching assistant at either a mainstream school or an educational institute for deaf people, teaching English to deaf students.

Prezbindowski started volunteering at Gallaudet in 1988 as a teacher's aide in the Parent-Infant Program at KDES. The next year she studied deaf culture here so that she could better identify with the deaf community, and in 1990 she extended her volunteer duties to include work for the summer Family Learning Vacation, tutoring English to students in the preparatory program, and leading tours for the International Center on Deafness.

The catalyst that sparked Prezbindowski's interest in deafness came nine years ago when she and her family took a sign language class. The course created such an interest in her that Prezbindowski took every sign class that was offered.

Prezbindowski's plans for the future include joining the Peace Corps to teach deaf children in Central Africa. Regarding career goals, she said, "I'm sure I'll do something in deafness. I have too much invested in it not to."



David Rauter

While skimming the classified advertisements in *The Washington Post* in 1983, U.S. Army Sergeant First Class David Rauter's eye was drawn

to an offer of sign language classes at Gallaudet in exchange for four hours a week of volunteer work.

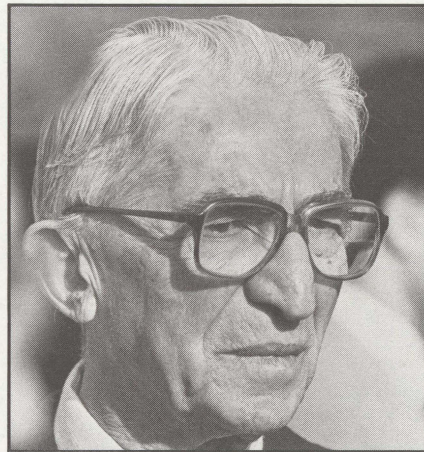
Rauter said that he accepted the offer and "it has added a new dimension to my life."

Rauter, a trombonist in the U.S. Army Band who is also fascinated with linguistics, jumped at the chance to add sign to his repertoire of Spanish, German, and Japanese. His repayment for taking classes was to serve as a Visitors Center guide.

Now, long after the classes have been over, Rauter continues to return to the Visitors Center for four hours on Friday afternoons.

Rauter said that one of the reasons he has stayed on as a volunteer is that "I get to see such a variety of people." He explained that he has given tours to people from countries all around the world who are interested in seeing Gallaudet.

Another reason, said Rauter, is "The appreciation I get here is something I don't get at work. People [at the Visitors Center] will say, 'Thank goodness Dave Rauter is here.' Nobody says that when I walk into work in the Army."



David Peikoff

Board members volunteer time to govern Gallaudet

Gallaudet University, like colleges and universities throughout the United States, is governed by lay volunteers—its Board of Trustees. This fact makes Gallaudet and other U.S. universities unique. In other countries, higher education is generally controlled by the government.

Gallaudet's Board of Trustees consists of 18 active members, four emeritus members, and two honorary members.

The members travel to the campus three times a year and spend an average of two days in intensive meetings each time. Some board members may arrive a few days early or may make trips to the campus for additional meetings related to specific committee work or for student-related events.

While the University provides board members with room and board while they are here, it pays travel expenses only for those members who request it, and it provides no material or monetary compensation for time missed from work or the hours members spend throughout the year reading material about Gallaudet.

According to members, keeping up with the information packets Gallaudet sends them can take anywhere from three or four hours a month to more than a day each month.

"The board members are very knowledgeable about Gallaudet and



Polly Peikoff

David and Polly Peikoff are former students who have spent many years serving Gallaudet and who returned to their alma mater as volunteers after retiring.

Polly began working in the Office of Alumni Relations, now located in "Ole Jim," in 1976. She works on the Laurent Clerc Cultural Fund and on the Graduate Fellowship Fund, keeping the information up to date.

In addition, Polly has entered all the data on alumni into the computer, and sends mail to alumni. Because Polly is a "people person," she welcomes visitors to the campus and plans birthday parties for co-workers.

Although she is quick to deny the contributions she has made to the alumni office, Polly is regarded by many people at Gallaudet as a valuable volunteer and a vital member of the campus community. In fact, Gallaudet has established a Volunteer of the Year award in Polly's name.

David Peikoff has given many of his 91 years to Gallaudet. He was the University's first fund raiser in what is now the Development Office.

David's volunteer work began after

his retirement in 1971, when he started working on *The Gallaudet Almanac*, published in 1974 for the Gallaudet University Alumni Association (GUAA).

David also works on mass mailings to alumni, putting labels on and stuffing envelopes, and labeling flyers and the *Gallaudet Alumni Newsletter*.



Evelyn Tuckson

Evelyn Tuckson, a former nurse with the Washington Hospital Center, came to Gallaudet as a volunteer last July. She became interested in Gallaudet from providing care to students from the University who were in the hospital for surgery, and because she had an interest in learning sign language.

Tuckson works one day a week in the National Information Center on Deafness (NICD) filling mail requests for publications and searching by telephone for new publications to add to NICD's directory.

Tuckson initially started her volunteer work with an area senior citizens group. But her interests changed after she made two tours of the Gallaudet campus and she decided that NICD would be a good place to serve.

to agree and disagree. The board has remained very open."

Glass also said it is exciting to be associated with this time of self-recognition and self-affirmation in the deaf community. "I have always been involved in Civil Rights issues, and it seemed to me that the Deaf President Now revolt was an entirely appropriate action at the time," she said.

Jean Crabtree also lives in California and has served the board for more than four years. She has a degree and both work and volunteer experience in the speech and hearing field. "First of all, I'm really interested in deafness and hearing-loss education, and [serving on the board] is intellectually stimulating for me," she said. "And I think I can make a difference. I know that sounds a little trite, but those are really the three reasons."

Bravin is a marketing product administrator for IBM in White Plains, N.Y. He has been board chairman for three years and a member for nine. "I enjoy this job," he said. "It is hectic, but IBM has been extremely supportive of my Gallaudet activities, and I manage to strike a balance between IBM, Gallaudet, and, most importantly, my family." Bravin finds it satisfying to see "that the work of the board leads to many positive changes for Gallaudet and its students, staff, and faculty."

You and Your Job

TSA and TSI investment accounts explained

Representatives from various Tax Sheltered Annuity (TSA) and Tax Sheltered Investment (TSI) plans will be in the Ely Center Multipurpose Room on Monday, April 29, from 11 a.m. to 2 p.m. to answer questions about these investment accounts.

In addition, a lecture on the TSA/TSI programs will be presented from 10 to 11 a.m. in Room LN-11 in the Learning Center.

As employees of a nonprofit, tax exempt organization, Gallaudet employees are eligible to divert a portion of their salaries, before taxes, to a variety of investment accounts.

The money that employees invest can be used as retirement benefits. Money that goes into a TSA is invested in an insurance company's general account, which is usually composed mainly of bonds. The company guarantees contributors at least a specified interest rate on their money.

In a TSI, the insurance company puts funds into a separate account, which is similar to investing in the stock market in that the growth of a contributor's investment depends on the success of the entire account.

Both of these plans can be used

for an annuity when an employee retires or may be withdrawn in the event of financial hardship. Withdrawal of funds before age 59½ will result in a tax penalty from the IRS and, in some cases, a withdrawal penalty from the investment program.

The tax shelter program works the same way for people who participate in either the TSA or the TSI. An employee elects to set aside a certain amount of his or her salary before taxes, and the money is invested by the company. The money that is deposited is exempt from federal and state income taxes until the money is withdrawn. Deposits are made to the fund through payroll deductions. Every year the growth rate or interest rate for the fund affects the value of the employee's deposits.

The program is open to all regular status employees and to all full-time extended temporaries with more than one year of service. Employees who participate in the federal government's Thrift Savings Plan may also participate in a TSA/TSI program. The maximum allowable contribution will be determined by the combination of both deductions.

Announcements

Free copies of the 1991 "Directory of National Organizations of and for Deaf and Hard of Hearing People" are available from the National Information Center on Deafness (NICD), located in Merrill Learning Center. The directory lists nationwide contacts, addresses, telephone numbers, and publications.

The Friends of the Kennedy Center will sponsor a sign interpreted tour of the center on Saturday, April 27, at 10 a.m. For information and reservations, call (202) 416-8524 (TDD), or 416-8300 (V) weekdays, 9 a.m. to 6 p.m.

KDES will sell fajitas at Ely Center on April 26 from 9 a.m. until supplies run out. The proceeds will help send KDES students to Minneapolis-St. Paul, Minn., July 19-27 to participate in the 1991 Special Olympics International Summer Games.

The Department of Sign Communication will end its spring noontime lecture series on Tuesday, April 30, in the Ely Center Multipurpose Room. Anne Marie Baer of the Electronic Networks for Interaction Project will speak on "Tactility in ASL."

Bulletin Board Series (BBS), a 24-hour TDD service of Merrill Lynch, allows TDD users to learn about Deaf/Hard of Hearing Investor Services and its network of financial consultants equipped with TDDs and speech amplifiers, seminars (interpreters free), obtain lists of free financial publications, and other facts. The number is 1-800-333-4825.

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The National Academy will offer two programs this summer for deaf and hard of hearing people age 55 or older and their families. "The Deaf Senior Learning Vacation," July 18-19, will give information on retirement and financial planning, health care advocacy, and legal issues. "Hearing Loss in Later Years," June 2-8 and July 16-22, focuses on hearing loss and aging. For information about either program and the applications process, call the Special Populations Program in the National Academy at (202) 651-5096.

A memorial service for Leon Auerbach, who died March 18, will be held Friday, April 26, at 4 p.m. in Chapel Hall.

Eileen Matthews, chairwoman and an instructor in the Technical Studies Department at the Northwest Campus, is acting assistant dean for the Northwest Campus this semester.

Dr. Stephen Chaikind, associate professor of economics, co-authored a study that was recently published as a working paper by the National Bureau of Economic Research and which is being used to bolster support for expanded food stamp benefits for low-income pregnant women and their children. Chaikind's study, co-authored with Dr. Hope Corman of Rider College in Lawrenceville, N.J., shows a dramatic relationship between low birth weight and special education costs for children between the ages of 6 and 15. It



Gallaudet student Andrea Shettle (center) chats with (from left) Honors Program Director Richard Meisegeier; her parents, Eric and Carolyn Shettle; and President I. King Jordan at an April 11 book signing celebrating the publication of her book *Flute Song Magic*. She was also picked by USA Today as one of the nation's top 20 college students.

Classified Ads

CLASSIFIED ADS are printed free as a service to Gallaudet faculty and staff. They must be submitted in writing only to *On the Green*, MSSD, Room G-37, or E-mail LMMCCONNELL. Off-campus phone numbers must include an area code and whether the number is voice or TDD. Ads may be run for a maximum of two weeks, if requested and if space permits. Ads received April 22-25 at noon will be published May 6.

FOR RENT: Fenwick Island bayfront home, 3 mi. from Atlantic Ocean, 3 BRs, kitchen, full view of glorious sunsets, \$70/night, \$425/week. Call Roz, x5351 (V/TDD).

FOR SALE: Rabbit cage, 30x30 in. w/water bottle, feeder, salt spoons, and food, \$25; black wood 42-in. dining room table w/built-in leaf, 2 matching chairs w/cane backs, \$100/BO. Call Darnese, x5533, or E-mail DHNICHOLSON.

FOR SALE: Living room table, smoked glass and brass, exc. cond., \$200; 3-piece pecan wall unit, \$100; 42-in. smoked glass dining room table w/black metal base and 4 chairs w/black frame and maroon velour seats, \$400/BO. Call Linda Raye, x5151.

FOR RENT: Mature person wanted to share 4-BR, 3½-bath townhouse in Wheaton, Md., large kitchen, deck, convenient, \$350/mo. plus ½ util. Call Sally, (301) 496-5638 (V/TDD) days.

FREE: Must find new home for 3 Cockatiel birds (parents/son), owner travels for business; bird cage, \$50. Call Mona, (301) 774-7782 (TDD) after 6 p.m., or E-mail ADM_BLANCHET.

FREE: French Lopp rabbit, 1 yr. old, long, soft gray fur, floppy ears, sweet disposition, not afraid of cats, great pet for kids, large cage inc. Call Dan, x5661 (V/TDD).

FOR SALE: Franklin computer w/2 disk drives, Apple IIE compatible, lots of software (education and games), hookup to TV, \$300. Call Chun, x3113 (TDD), or (301) 459-1192 (V/TDD) evens.

FOR SALE: Men's Seiko watch; hard-cover books, novels and textbooks; women's casual clothes, size M and 6-8; women's shoes, size 8; kitchen dishes, pots, and utensils; 2 wood chairs and small round table; tropical covered sofa; 13" B/W TV; full-size mattress, frame, and sheets; 2-drawer file cabinet; closet stand w/zippered plastic cover; wood coffee table; elec. ice cream maker, stair-step exercise equipment; statues; 2 small plant stands. Call M. Sipes, x3496 (TDD), or (301) 294-0843 (TDD) leave message, or E-mail 11MSIPES or ADM_SIPES.

FOR RENT: Large house to share on First St. NW, w/w carpet, W/D. Call (703) 742-3310 (V).

ROOMMATE WANTED: Male/female to share spacious 2-BR townhouse w/private bath in Silver Spring, Md., private parking, deck, rec. facilities, avail. immediately. Call (301) 890-7849 (V/TDD).

WANTED: Mature Gallaudet graduate student w/experience as auto mechanic seeks work on cars; will do brake and electrical work, tune-ups, etc. Call Aldon Fruge (301) 794-4785 (TDD).

FOR SALE: Dining room set, \$350; kitchen set, \$40; bedroom set, \$100. Call Jackie, x3011.

FOR SALE: Round dining table w/4 chairs, \$250. Call Susan (301) 839-3577 (V/TDD).

FOR SALE: Pioneer SX1300 receiver, 40 watts/channel, like new, \$110/neg. Call Elaine, x3369.

FOR SALE: Dalmatian puppies, 9 wks. old, AKC registered, \$350. Call Sherri, (301) 763-8175 (V).

FOR SALE: Round-trip airline tickets, D.C.-Chicago, leaving May 9, returning May 13, must sell before April 30, \$118. Call x5629, or E-mail TLEVINE.

Job Openings

Some of the advertised positions may already be filled. The list below includes only new staff and faculty openings and does not represent all jobs available. To get a recorded message describing the complete list, call x5358 or x5359 (TDD).

EMPLOYMENT/BENEFITS INTERN:

Personnel Office

WRITER: Publications and Production MATERIALS PRODUCTION TECHNICIAN:

College for Continuing Education

LECTURER, SPANISH: Foreign Languages

April 22, 1991